



Missouri National Guard

We train, fight, and win while taking care of each other as one team

FY2026

ASPIRATION

Provide a highly trained and effective state support team to assist the Missouri National Guard in achieving their mission of providing trained and disciplined forces

THEMES

Recruit, Retain & Reward Talent

Create Trust Building Communication

Building Strong Teams & Leaders

Achieve Excellence

INITIATIVES

- Create a monthly in person or virtual New Employee Orientation to continue to improve the onboarding experience at MNG.
- Create a quarterly New Hire Training Day at Ike Skelton to welcome team members to the department, increase their knowledge of both state government and MNG, introduce them to department leaders and build organizational loyalty.
- Implement biannual department wide employee training to increase knowledge and department cohesiveness.

- Meet with Federal team to outline communication and information sharing issues and create a game plan to improve.
- Attend PIO meetings to increase visibility of what is happening in other state departments
- Conduct quarterly town hall meetings to improve organizational communication for employees (holdover '25)
- Create an intranet site to improve department wide communication (holdover '25)

- Work with Federal team on an annual Cooperative Agreement training to increase state team member knowledge of these programs and the state team members role in successful management of the agreements.
- Host an annual supervisor training for state supervisors (federal invited) to continue to increase knowledge, create management consistency, reinforce department goals, policies and guidelines.
- Hold first Federal supervisor training seminar (holdover FY'25)

- Establish a COOP plan for future emergency's
- Develop a 4-year strategic plan to coincide with the long-term strategy of the Missouri National Guard
- Develop a mission for the state department that develops a better understanding the of state team member's role in achieving the Guard's mission.
- Develop department wide Core Values
- Transition Tuition Assistance Program and Veteran's Recognition Programs to electronic processes (holdover FY'25)